

Army Sustainment University

**Fort Gregg-Adams,
Virginia, 23801**

25 August 2023



**INDIVIDUAL STUDENT ASSESSMENT PLAN
(ISAP)**

Transportation Basic Officer Leader

ATTRS Listing:

8-55-C20B

PROPONENT:

**Army Sustainment University,
Basic Officer Leader Department
Attn: ATSZ- LCB -(600E)
Fort Gregg-Adams, Virginia 23801**

Submit comments concerning this ISAP to the proponent.

DISTRIBUTION: C – Distribution authorized to U.S. Government agencies and their contractors only per ASU policy. This determination was made on 30 June 2023. ATSZ-LCB, 562 Quarters Road, Building 12420, Fort Gregg-Adams, VA 23801

DESTRUCTION NOTICE: None.

FOREIGN DISCLOSURE: FD2 - This training product has been reviewed by the training developers in coordination with the Fort Gregg-Adams, Virginia foreign disclosure officer. This training product can be used to instruct international military students when the country meets specific criteria.

1. **References:**

- a. Army Regulation 350-1, *Army Training and Leader Development*, 10 December 2017.
- b. Army Regulation 690-12, *Equal Employment Opportunity and Diversity*, 12 December 2019.
- c. Army Techniques Publication 6-22.1, *The Counseling Process*, July 2014.
- d. TRADOC Regulation 350-6, *Enlisted Initial Entry Training Policies and Administration*, 8 December 2022.
- e. TRADOC Regulation 350-70, *Army Learning Policy and Systems*, 10 July 2017.
- f. TRADOC Pamphlet 350-70-7, *Army Educational Processes*, 4 October 2018.
- g. TRADOC Pamphlet 350-70-14, *Training and Education Development in Support of the Institutional Domain*, 15 April 2021.
- h. AR 600-9, *The Army Body Composition Program*, 16 July 2019.
- i. SECARMY, Army Directive 2023-08 (*Army Body Fat Assessment Exemption for Army Combat Fitness Test Score*), 15 March 2023
- j. FM 7-22, *Army Physical Readiness Training*, 8 October 2020.
- k. TRADOC Regulation 350-18, *The Army School System (TASS)*, 1 May 2018.
- l. TRADOC Regulation 350-36, *Basic Officer Leader Training Policies and Administration*, 20 February 2020
- m. Field Manual (FM) 7-0 *Training*, 14 June 2021
- n. Department of the Army Pamphlet 623-3, *Evaluation Reporting System*, 27 September 2019.
- o. Department of the Army Pamphlet 600-3, *Officer Professional Development and Career Management*, 03 April 2019.
- p. Army Directive 2022-06 (*Parenthood, Pregnancy, and Postpartum*)
- q. Army Training Publication (ATP) 7-22.01 *Holistic Health and Fitness Testing*, 01 October 2020
- r. Army Training Publication (ATP) 3-21.18, *Foot Marches*, 13 April 2022
- s. Program of Instruction (POI) for *Transportation Basic Officer Leadership Course (TC BOLC)* version. 2.0
- t. U.S. Army Sustainment University (ASU), *Standing Operating Procedure*, 21 December 2017 (Pending revision)

2. **Overview**

- a. ***Individual Student Assessment Plan (ISAP):*** The Individual Student Assessment Plan (ISAP) establishes student responsibilities and course requirements for the Transportation Basic Officer Leader Course (TC BOLC). The ISAP identifies the requirements for all school standards, performance standards, academic performance ratings, course examinations, remedial training and testing, academic recycles and dismissals, redress procedures, counseling and grievances. The ISAP will address the standards of conduct (Honor Code), academic performance, and administrative procedures. The ISAP will direct the course manager and instructors to administer examination weights and requirements for course completion / graduation and honorary awards criteria for students. Violations of this ISAP may be punishable under articles of the Uniform Code of Military Justice (UCMJ).
- b. ***Transportation Basic Officer Leader Course (TC BOLC):*** This course is 15 weeks, 3 days, 604 hours, resident instructed course that trains student officer in the principles of how to lead, fight, supply, transport, and maintain. The course incorporates numerous practical exercises in which the

student officers interact with both military and civilian trainers, fellow students, and host providers, and gain hands-on experience with the equipment, hardware, and software they will see and use as company grade officers.

c. **Application.** All United States Army Active Component (AC), Army National Guard (ARNG) and United States Army Reserve (USAR) officers, including all government service employees and foreign military officers attending QM-BOLC as Initial Military Training (IMT) Soldiers. This course enables officers to serve as Multifunctional Logistics Officers in their assigned units.

3. **Learning Outcome**

Transportation Basic Officer Leader Course graduates are adaptive Officers will know the Army Profession, be capable of building readiness within their organization, able to prepare for missions, know large scale combat operations, able to execute given missions, and be competent, confident, and capable Logisticians.

4. **Student Responsibilities**

Students are responsible for their own actions. It is everyone's responsibility to conduct themselves accordingly.

a. **Student Standards of Conduct.** Students will conduct themselves in the manner expected of any member of the Department of Defense. Students may be relieved for any conduct or behavior that violates any local, state, or federal law, including the Uniform Code of Military Justice (UCMJ) or for any conduct or behavior that violates any DOD, Army, or local regulation or policy. Students will direct questions concerning the standards of conduct to the instructor.

b. **Recruit/Trainee Prohibited Activities Acknowledgment.** All personnel here on TDY will adhere to TR 350-6, section 2-5, paragraph d. (sub. 1-27). Section 2-5 addresses trainee abuse. Trainee abuse is any improper or unlawful physical, verbal, or sexual act an Army Trainer commits against a Trainee. Trainers and Trainees will sign a Department of Defense (DD) Form 2982 (Trainer Prohibited Activities Acknowledgment) and DD Form 2983 (Trainee Prohibited Activities Acknowledgment) upon assignment to a position or the first day of entry-level training, with explicit and strict command guidance, that acknowledges their understanding and responsibilities regarding the policies prohibiting inappropriate behaviors and relations outlined in DOD Instruction (DODI) 1304.33.

c. **ASU Honor Code.** The ASU Honor Code applies to all military and civilian personnel assigned to or attending instruction at ASU. The ASU Honor Code applies regardless of rank, branch, or foreign status, and prohibits lying, misrepresentation/equivocating, cheating, stealing, plagiarizing, unauthorized assistance, collaborating, and conspiracy. For more specific definitions, please review Appendix A at the end of this ISAP. The ASU Honor Code is as follows: As a student at Army Sustainment University, you are expected to act with honesty, integrity, and dignity in all your academic work. All work completed and submitted for any course must be your own. Failure to properly acknowledge your sources institutes plagiarism.

d. **Student Attendance.** Students are expected to attend all class sessions but must attend a minimum of 93% scheduled class time or adjust accordingly to your course requirements. Emergency absences will be handled on a case-by-case basis. Students must coordinate missed time with the instructor and are responsible for arranging makeup training with the instructor.

e. **Special Accommodations.** If a student requires special accommodations or disability services during their enrollment, they must notify the instructor of the course and the Course Director immediately. Every effort to provide reasonable accommodation in accordance with (IAW) AR 690-12, Reference B, Appendix C, will be made to satisfy the student's needs.

f. **Distance Learning.** Students will abide by all classroom rules established for distance learning classrooms (if applicable). Technology issues with connecting, participating, or submitting

assignments will not be excused or counted as excused absences.

g. **Technology Assistance.** Should issues arise with technology outside of the classroom, it is incumbent upon the student to contact the instructor or Course Director. For help with any problems, the student may use the Army Enterprise Service Management Platform (AESMP) for online assistance or may call the Army Enterprise Support Desk (AESD) at 866-335-2769.

5. **Course Completion /Graduation Requirements**

To graduate the course, students must meet all requirements for attendance and conduct. Additionally, students will need to demonstrate mastery of the learning outcomes by completing assignments and tasks as designated by the instructor and Course Director. This may be accomplished by means of student participation, practical exercises, product development, and/or Final Practicum score. Any analytic or checklist rubrics used will be attached in Appendix B of this ISAP.

Students accomplish the necessary requirements by:

a. **Final Summative Assignments, Assessments and Participation.**

- (1) **Character/ Accountability**- The following six areas are worth 100 points each and contribute 600 points to the collective 3600 points. Training, Advising, and Counseling (TAC) evaluations (100 points); Leadership evaluations (100 points); Student peer evaluations (100 points); Basic Rifle Marksmanship (BRM) (100 points); Land Navigation (100 points); Army Combat Fitness Test (ACFT) (100 points).
- (2) **Presence / Comprehensive Fitness** - The following three areas are worth 100 points each and contribute 300 points to the collective 3600 points. Training, Advising, and Counseling (TAC) evaluations (100 points); Leadership evaluations (100 points); Army Combat Fitness Test (ACFT) (100 points).
- (3) **Intellect / Critical Thinking and Problem Solving** - The following eight areas are worth 100 points each and contribute 800 points to the collective 3600 points. Exam 1: The Army Profession (100 points); Exam 2: Building Readiness (100 points); Exam 3 Mission Preparation (100 points); Exam 4: Large Scale Combat Operations Part 1 (100 points); Exam 5: Large Scale Combat Operations Part 2 (100 points); Logistics Exercise (LOGEX) (100 points); Training Management (100 points); Leadership (100 points).
- (4) **Leads / Communicates and Engagements** - The following eight areas are worth 100 points each and contribute 800 points to the collective 3600 points. Leadership (100 points); Operations Order (OPORD) (100 points); Information Brief (100 points); Letter to Battalion Commander (100 points); Leadership Philosophy Memorandum (100 points); Training Management (100 points); Logistics Exercise (LOGEX) (100 points); Peer evaluations (100 points).
- (5) **Develops / Collaboration** - The following four areas are worth 100 points each and contribute 400 points to the collective 3600 points. Logistics Exercise (LOGEX) (100 points); Training Management (100 points); Peer evaluations (100 points); Leadership (100 points)
- (6) **Achieves / Lifelong Learner** - The following seven areas are worth 100 points each and contribute 700 points to the collective 3600 points. Leadership (100 points); Exam 1: The Army Profession (100 points); Exam 2: Building Readiness (100 points); Exam 3 Mission Preparation (100 points); Exam 4: Large Scale Combat Operations Part 1 (100 points); Exam 5: Large Scale Combat Operations Part 2 (100 points); Operations Order (OPORD) (100 points).

b. **Critical Task List and DCG-IMT Common Core**

- (1) Achieve performance levels as directed in the Common Core Task List (CCTL) for BOLC-B initial military training requirements per TRADOC Regulation 350-36.

- (2) Complete all branch-specific (QM, OD, TC) requirements by DA PAM 600-3, accessed online at MilSuite Smartbook DA PAM 600-3.
- (3) Perform to standard Commandant approved Individual Critical Task List (ICTL).

c. Army Combat Fitness Test (ACFT) (military only)

To ensure compliance, students must have a valid ACFT Card/DA Form 705 with DA Form 5500-R or 5501-R (if applicable). Students must pass a record ACFT prior to graduation. This is a *critical course* event. The ACFT will be scored on a 600-point scale. A 360 score achieves 75% and a 600 score achieves 100%. Students must score a minimum of 60 points in each event to meet the graduation requirement. If any student fails to pass the ACFT they may retest prior to graduation; Retesting ACFT score will only earn the minimum passing score of 75%.

- (1) Students must pass a record ACFT prior to graduation. This is a critical course event.
- (2) Per Army Directive 2022-06, exempts Soldiers who are either pregnant or 365 days postpartum are exempted from the ACFT. Detailed exemptions are outlined in section 17, Administrative Procedures.

d. Army Body Composition Program (ABCP)

- (1) Students must meet the Army height and weight standards in AR 600-9, The Army Body Composition Program (see paragraph 3- 5d for exceptions).
- (2) Per Army Directive 2023-08 (Army Body Fat Assessments Exemption for Army Combat Fitness Test Score) this directive implements immediate changes to the Army Body Composition Program. The provisions of this directive apply to the Regular Army, Army National Guard/Army National Guard of the United States, and U.S. Army Reserve.
- (3) Effective immediately, all Soldiers who score 540 points or more on the record Army Combat Fitness Test (ACFT), with a minimum of 80 points in each event, are exempt from the Army body fat circumference-based tape assessment. This policy applies to Soldiers who complete all six primary events of the ACFT; no alternate events are authorized. The exemption is not retroactive.

e. Weapons Qualification

- (1) Students must qualify on an M4 rifle during Basic Rifle Marksmanship (BRM). This is a *critical course* event. Scores will be calculated based off the passing qualification score of 23/40 (**to be considered 75% for academic purposes**) and the maximum achievable score of 40/40 (**to be considered 100% for academic purposes**) IAW TC 3-20.40. Students must qualify on a at least one of two optics; If a student fails to qualify on one optic, the highest score they can achieve is 75% only if the student's average score is 75% or higher. If a student fails to qualify on both optics, they will be considered a test failure and will be counseled.

f. Land Navigation.

Students must conduct a Land Navigation course, spanning night into day and must find a minimum 6 of 8 points within 5 hours to meet graduation requirements. This is a *critical course* event. Students who find 8/8 points will receive a 100%, 7/8 points 90%, 6/8 points 80% with 5 or below resulting in a failure. Students will receive a second attempt at land navigation, with the highest available score on a retest being 75%. Students will receive a tactics brief prior to execution of the event covering business rules on the course.

g. Foot March.

Students must complete a 12-mile foot march on a designated standard course. This is a

critical course event and is graded as a *Go/No Go* event. The BOLC Standard Course consists of B Ave – Sisisky loop and must be completed in under 3:43 hours/minutes with 35lbs (dry weight) ruck sack, FLC, weapon, and ACH. Failure to pass the 12-mile foot march prior to three training days remaining in the course may results in the following:

1. Active-Duty students will be dropped from the course, orders revoked, and placed in a hold status for no more than 90 days at Fort Gregg-Adams until meeting the requirement.
2. ARNG and USAR students will be out-processed from the company and sent home the day prior to graduation, will not receive an AER, will not participate in graduation ceremonies, and will return to their parent unit branch unqualified. Students who fail to meet the 12-mile foot march and do not want a permanent referred 1059 have two options. First, ARNG and USAR can return to Fort Gregg-Adams within 89 days after course graduation date to complete the physical requirement at the supervision of BOLD. Parent unit is responsible for all associated travel costs. The student's second option is to submit a Memorandum for Record (MFR) TO ASU President Ms. Smith (SES) stating completion of ISAP physical requirements. The MFR must be signed by the student's first O-7 (BG) unit chain of command.
3. If a student is unable to pass the ISAP physical requirement within 89 days after graduation they will receive a referred 1059, regardless of component, and recycled to day one of the course. ARNG and USAR student parent unit is responsible for all associated course attendance costs.

h. 4 - Mile Run

Students must complete a 4-mile run in 36 minutes on the BOLC standard course. The route starts at the intersection of 34th Street and Adams Street to the Transportation School building 2300 on B Ave. Failure to pass the 4-mile run in 36 minutes prior to three training days in the course may result in the following:

1. Active-Duty students will be dropped from the course, orders revoked, and placed in a hold status for no more than 90 days at Fort Gregg-Adams until meeting the requirement.
2. ARNG and USAR students will be out-processed from the company and sent home the day prior to graduation, will not receive an AER, will not participate in graduation ceremonies, and will return to their parent unit branch unqualified. Students who fail to meet the 4-mile 36-minute run and do not want a permanent referred 1059 have two options. First, ARNG and USAR can return to Fort Gregg-Adams within 89 days after course graduation date to complete the physical requirement at the supervision of BOLD. Parent unit is responsible for all associated travel costs. The student's second option is to submit a Memorandum for Record (MFR) TO ASU President Ms. Smith (SES) stating completion of ISAP physical requirements. The MFR must be signed by the student's first O-7 (BG) unit chain of command.
3. If a student is unable to pass the ISAP physical requirement within 89 days after graduation they will receive a referred 1059, regardless of component, and recycled to day one of the course. ARNG and USAR student parent unit is responsible for all associated course attendance costs.

i. Mission Execution and Leadership

Throughout the course, students will be evaluated in mission execution leadership roles during RVTT, LOGEX, Tactics, BOLD FTX, and Peer Evaluations. These are *critical course* events. Students must meet a 75% for the Mission Execution rubric. Failure to meet the standard will result in a retest for a maximum of 75% of points.

j. BOLD Crucible

Students must complete the BOLD Crucible during Week 13 of the course. This is a *critical course* event and is graded as a *Go/No Go* event. The BOLD Crucible standard is that upon completion of the five-day Field Training Exercise (FTX), students will carry all equipment from the FTX site back to the Tactics Assembly Area for a shakedown. Upon completion of the shakedown, students will then *jump* their position back to the ASU campus via tactical foot-march.

1. All students will participate in the BOLD Crucible event. Students on profile and approved by the commander will participate in BOLD Crucible within the limits of their medical profile.
2. Failure to complete the ASU Crucible may result in immediate course dismissal.

k. Peer Assessments

Each student will conduct peer assessments and rank order classmates from top to bottom ranking; Students will not include themselves in their peer assessment order. Each student's rankings will be entered into a peer evaluation matrix. The matrix averages each student's peer rankings. Evaluations will happen o/a week 8 and 15. Official grades will come from the end of course peer evaluations. Top ¼ will receive a 95-100%, ½ will receive 89-95%, ¾ will receive an 82-89%, and the bottom ¼ will receive 75-81%. The average is used to rank order the students and points are assigned IAW the scale below.

Student	student 1	student 2	student 3	student 4	student 5	student 6	student 7	student 8	student 9	student 10	student 11	student 12	student 13	student 14	student 15	student 16	student 17	student 18	AVG
student 1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
student 2	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1.941176
student 3	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2.882353
student 4	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3.823529
student 5	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4.764706
student 6	5	5	5	5	6	6	6	6	6	6	6	6	6	6	6	6	6	6	5.764706
student 7	6	6	6	6	7	7	7	7	7	7	7	7	7	7	7	7	7	7	6.764706
student 8	7	7	7	7	7	7	8	8	8	8	8	8	8	8	8	8	8	8	7.582353
student 9	8	8	8	8	8	8	8	9	9	9	9	9	9	9	9	9	9	9	8.529412
student 10	9	9	9	9	9	9	9	9	10	10	10	10	10	10	10	10	10	10	9.470588
student 11	10	10	10	10	10	10	10	10	10	11	11	11	11	11	11	11	11	11	10.41176
student 12	11	11	11	11	11	11	11	11	11	11	12	12	12	12	12	12	12	12	11.35294
student 13	12	12	12	12	12	12	12	12	12	12	12	13	13	13	13	13	13	13	12.29412
student 14	13	13	13	13	13	13	13	13	13	13	13	13	14	14	14	14	14	14	13.23529
student 15	14	14	14	14	14	14	14	14	14	14	14	14	14	15	15	15	15	15	14.17647
student 16	15	15	15	15	15	15	15	15	15	15	15	15	15	15	16	16	16	16	15.11765
student 17	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	17	17	17	16.05882
student 18	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17

l. Training, Advising, and Counseling (TAC) Assessment of Student

TACs assess each lieutenant's demonstration of the leader attributes of Character/Accountability, Presence/Comprehensive Fitness, Intellect/Critical Thinking & Problem Solving, Leads/Communication & Engagement, Develops/Collaboration, and Achieves/Lifelong Learner; Desired behaviors for logistics officers include cooperation/teamwork and problem solving and students can earn up to five points per attribute/behavior (eight in total). TACs will use the table below to assess points for each attribute.

Excels	Above Average	Average	Requires Further Development	Attribute not Demonstrated
Comprehension and application of attribute beyond majority of peers. Limited to top 10% of platoon.	Comprehension and application of attribute beyond majority of peers. Limited to top 11—50% of platoon.	Comprehension and application of attribute comparable to majority of peers	Comprehension and application of attribute frequently below majority of peers	Student unwilling or unable to demonstrate attribute.
5 pts	4 pts	3 pts	2 pts	0 Pts

Demonstrated Abilities

6. Grading and Test Plan

Weight of each test is according to the table below resulting in a 100-point total for the course. Calculation of GPA is to the second decimal place. Annotate Non-GPA requirements as complete if students receive a minimum of 75% GPP. Use assessments to determine students' completion of graduation requirements and class standing. The table below displays the assigned weight-point distribution for tests and other completion requirements:

Lesson ID	Lesson Title	Assessment Type	Passing	Weight
907-LBOLCA03	Information Brief Assessment	Presentation	75%	10
907-LBOLA06	Army Profession Assessment	Written	75%	10
907-LBOLB06	Building Readiness Assessment	Examination	75%	10
907-LBOLC01	Mission Preparation Assessment	Examination	75%	10
907-LBOLCD09	Military Capabilities Brief	Presentation	75%	10
907-LBOLD05	LSCO Module Assessment I	Examination	75%	10
907-LBOLD06	LSCO Module Assessment II	Examination	75%	10
907-LBOLCE01	Logistics Planning Exercise (LOGEX)	Presentation	75%	10
907-LBOLFTX	BOLD Challenge (FTX)	Examination	75%	20
Total Points:				100

7. Grade Calculation

Students are expected to maintain a high degree of success throughout the course. During the course, they will be tested on their ability to demonstrate proficiency in all areas of instruction provided.

BOLC-B is considered Initial Military Training (IMT) for officers. The subjects instructed are required to build foundation of knowledge and skill for future assignments and development in the operational force; For this reason, students are currently not allowed to test out of any instruction received in the program of instruction regardless of experience prior to the course.

Character/Accountability	600 points
ACFT	100 points
Peer Evaluation	100 points
TAC Evaluation	100 points
Basic Rifle Marksmanship (BRM)	100 points
Leadership	100 points
Land Navigation	100 points
Presence/Comprehensive Fitness	
Presence/Comprehensive Fitness	300 points
ACFT	100 points
Leadership	100 points
TAC Points	100 points
Intellect/Critical Thinking & Problem Solving	
Intellect/Critical Thinking & Problem Solving	800 points
Exam 1: Army Profession Assessment	100 points
Exam 2: Building Readiness Assessment	100 points
Exam 3: Mission Preparation Assessment	100 points
Exam 4: LSCO Module Assessment I	100 points
Exam 5: LSCO Module Assessment II	100 points
Logistics Exercise (LOGEX)	100 points
Training Management	100 points
Leadership	100 points
Leads / Communicates & Engagements	
Leads / Communicates & Engagements	800 points
Leadership	100 points
Develop an OPORD	100 points
Information Brief Assessment	100 points
Letter to Battalion Commander	100 points
Leadership Philosophy Memorandum	100 points
Training Management	100 points
Logistics Exercise (LOGEX)	100 points
Peer Evaluations	100 points
Develops / Collaboration	
Develops / Collaboration	400 points
Logistics Exercise (LOGEX)	100 points
Training Management	100 points
Peer Evaluation	100 points
Leadership	100 points
Achieves / Lifelong Learner	
Achieves / Lifelong Learner	700 points
Leadership	100 points
Exam 1: Army Profession Assessment	100 points
Exam 2: Building Readiness Assessment	100 points
Exam 3: Mission Preparation Assessment	100 points
Exam 4: LSCO Module Assessment I	100 points

Exam 5: LSCO Module Assessment II	100 points
OPORD	100 points

Requirement	Possible Points
Practical Exercises	2200
Written Exams	1000
Total Possible Points	3600
Minimum Passing Score:	2700

See appendix B for an example Grading Chart.

8. **Completion/Graduation Certificate**

All students who meet course completion criteria will receive a Transportation Basic Officer Leader completion certificate recognized by United States Army Sustainment University.

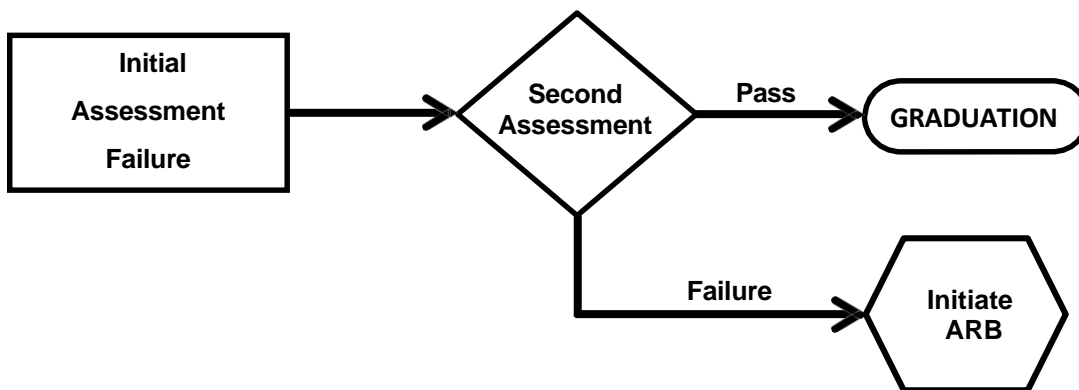
9. **Academic Reassessment and Remedial Training**

In the event a student fails to meet the minimum requirements during his or her initial presentation, they will receive feedback, retraining, and be assessed to determine if the student understands the requirement sufficiently to meet the minimum standards during his or her initial presentation.

Remedial training is additional training, scheduled after the program of instruction (POI) hours, mandated, and monitored by the instructor, to assist the student to further understand courseware being taught or to retrain the soldier when they fail the course.

a. Remediation on every *critical course* event not mastered on the first test administration is mandatory. Students that fail an assessment or graduation requirement will be retrained and retested at least once per TRADOC PAM 350-70-5. Additional retraining and retesting are not required but may be conducted if time and resources allow. The determination on additional retraining/retesting will be made by the BOLC Course Manager.

Example Visual- Final Practicum Assessment Flowchart



b. If a student fails an assessment or written test, they will be counseled in writing on DA Form 4856 and provided remedial training prior to retesting. The TAC is responsible for counselling the student's first failure. If there is a second failure, the TAC and Course Manager will counsel the student. A third failure will trigger an Academic Review Board; Failure of the same exam twice will trigger an Academic Review Board.

c. Students that fail on the first test / assessment event, and subsequently pass on the retest will be awarded 75% of the available points.

10. Academic Recycle

Academic recycles are based on a gate system with a total number of three (3) gates. All academic assessment is consolidated within the gates based on the course modules: Amry Profession (AP), Building Readiness (BR), Convoy (C), Deployment (D), Unit Training Management (UTM), Large Scale Combat Operations (LSCO), and Logistics Exercise (LOGEX)/ the gates help determine the specific stage within the course a student will recycle to for continued training. Students are allowed two (2) recycle opportunities to successfully complete the course.

- a. Students with two (2) assessment failures, including retest, within the same gate are automatically recycled to the beginning of that gate in a subsequent class. They are counseled by the TAC after the first failure and by the Course Manager after the second failure before the recycle.
- b. Students with two (2) different assessment failures across multiple gates with passing retests are counseled by the TAC after the first failure and by the Course Manager after the second failure. Continue to train.
- c. Students with a total of three (3) assessment failures, including retest, across multiple gates are automatically recycled to the end of their last successfully completed module in a subsequent class. They are counseled by the TAC after the first failure and the Course Manager after the second and third failure before the recycle.
- d. Students who fail their second attempt at the course – first recycle – are faced with an Academic Review Board (ARB). Recommendation for a continuation to train, recycle, or dismissal from the course will be submitted to the BOLD Chairman and he/she will make the decision if the student is allowed a third attempt, i.e., second recycle.
- e. Students who fail their third attempt at the course, i.e., second recycle, may face dismissal from BOLC. An Exception to Policy (ETP) is required for consideration. The BOLD Chairman will submit the ETP and his/her recommendation to the ASU LLC Dean. The ASU LLC Dean is the final deciding authority.
- f. International students are not constrained by the gate recycle system. They have three (3) attempts at the same assessment- original assessment and two retests. If the student fails the second retest, the student will retrain with instructors to achieve 100% understanding. International students with a total of three (3) failed assessments, including retests, will receive a certificate of attendance at graduation instead of a diploma.

	Gate	Gate	Gate	
	* Information Brief * Memorandum * Letter to BC * Exam 1 - AP	* Exam 2 - BR * UTM Brief * Exam 3 - MP	* Exam 4 - LSCO I * Exam 5 - LSCO II * LOGEX Brief	Recycle
Assignment/Exam	Fail			Students with two (2) assessment failures, including retest, within the same gate are automatically recycled to the beginning of that gate in a subsequent class.
Retest	Fail			
Assignment/Exam	Fail	Fail		Students with two (2) different assessment failures within the same gate are automatically recycled to the beginning of that gate in a subsequent class.
Retest	Pass			
Assignment/Exam	Fail	Fail		Students with two (2) different assessment failures across multiple gates with passing retests are counseled by the TAC and Course Manager after the second failure. Continue to train.
Retest	Pass			
Assignment/Exam	Fail		Fail	Students with a total of three (3) assessment failures, including retest, across multiple gates are automatically recycled to the end of their last successfully completed module in a subsequent class.
Retest	Pass		Fail	
Assignment/Exam	Fail	Fail	Fail	Students with a total of three (3) assessment failures across multiple gates are automatically recycled to the end of their last successfully completed module in a subsequent class.
Retest	Pass	Pass		
* Students are counseled by the TAC after the first failure and the Course Manager after the second and third failure before the recycle.				
** Students failed their second attempt at the course results in an ARB.				
Initial Attempt (Fail) → 1st Recycle (Fail) → ARB				
*** Students are authorized 2x academic recycles. Students failed their third attempt at the course may face dismissal from BOLC. ETP for reconsideration is approved by the Commandant.				
Initial Attempt (Fail) → 1st Recycle (Fail) → ARB → 2nd Recycle (Fail) → Recommendation for Dismissal from BOLC → ETP → Commandant Decision				

A. **Academic Relief**

Academic relief is withdrawal from a course due to medical emergencies with no academic penalty. Academic relief comes in the form of the review of the student's request by the instructor and the student's Course Director by devising a way of easing the student's burden, whether by dropping a course or delaying exams. In the case of dropping the course, the student would be able to reapply to re-enter the course dropped.

B. **Initiation of an Academic Review Board.**

During an academic review, the ASU LLC Dean will determine whether to recycle or release a student from the course. The BOLD Chair, Course Manager, TAC, and if necessary, Chief of Tactics will provide input to help the LLC Dean make their final determination. An ARB may be initiated at any point in the course and for any of the following actions.

- i. Integrity violations
- ii. Failure to meet the standard for a *critical course event*.
- iii. Failure to attain the minimum number of academic points (75% in each assessment).
- iv. Committing a significant disciplinary or safety infraction.
- v. Medical injury triggering an extended recovery and profile.
- vi. Missing a significant amount of instruction or training. Cumulative absences exceeding 40 hours of missed instruction, may be grounds for an ARB and must be submitted in writing to the BOLD Chairperson for approval. Unapproved absences are not authorized. A student with an unapproved absence is subject to dismissal from the course, UCMJ punishment, or both.
- vii. Issue that prevents continuing in the course.

C. **Academic Review Board (ARB) Outcomes**

An ARB will use the "whole person concept" to take into consideration all factors and issues the student may be experiencing in and outside of the course (e.g., personal issues, financial issues, etc.) and may result in one of the following actions.

- i. Continue training.
- ii. Recycle to the end of their last successfully completed module under the gate system in a subsequent class.
- iii. Recycle to Day 1 in a subsequent class.
- iv. Dismissal from the course.
- v. *Critical course* event failures

D. **Counseling**

Counseling will take place throughout the course and will include initial, performance, personal, discipline, professional growth, guidance, and academic achievement counseling. Course Managers will conduct random inspections of student files.

- a. Each BOLC-B student will sign an Individual Student Assessment Plan (ISAP) and will receive an initial counseling from their TAC, establishing ISAP goals and LOG BOLC expectations while attending the course. The mid-course counseling serves as a progress report and review of the student's performance and identifies strengths and areas of improvement. Finally, end of course counseling consists of the student's overall performance, captured on a DA FORM 1059, Service School Academic Evaluation Report, Individual Development Plan (IDP) and establishes future goals.
- b. When any student receives a marginal or failing grade (0-74.9 grade point average), the TAC will counsel the student using a DA FORM 4856, General Counseling Form.
- c. Each student will receive a mid-course counseling from their TAC that serves as a progress report

and review of the student's performance and identifies strengths and areas of improvement.

d. Each student will receive an end of course counseling from his or her TAC. The counseling will consist of the student's overall performance, captured on a DA FORM 1059, Service School Academic Evaluation Report.

e. Tardiness, failure to report, apathy, negligent discharge and general misconduct will result in counseling for each offense. Misconduct is grounds for dismissal (see enclosure 1, "Dismissal Actions") from the course. With a corresponding letter being sent to the Soldier's gaining chain of command outlining the reason for dismissal by the BOLD Chair.

f. Procedures for Identifying Soldiers at Risk and Dismissal (see enclosure 1, "Dismissal Actions"). The performance measures and expectations for the course are explained clearly to Soldiers during in-processing, as are individual student responsibilities and cadre responsibilities. Soldier expectations and responsibilities are reiterated throughout the course by cadre and further emphasized before each *critical course event* and provide a unifying focus for event AARs. Criteria for identifying a student at risk due to failure to achieve course graduation requirements generally fall into three categories.

- i. Apathy. Repeated failure to conduct themselves in a professional manner during the course, malingering, avoiding responsibility, lack of support to team, deliberate failure to follow instructions of designated student leaders, failure to respond to corrective "plan of action" by cadre as documented on DA Form 4856.
- ii. Indiscipline. Repeated failure to do what the student knows must be done. Clear evidence that the student has knowledge, but willfully or through culpable neglect fails to fulfill personal responsibilities – failure to follow instructions, failure to complete individual work, failure to maintain discipline, failure to respond to corrective "plan of action" by cadre as documented on DA Form 4856.
- iii. Academic Failure. All academic failure counseling will include retraining actions, and actions if retest is passed or retest is failed. Repeated inability to comprehend and apply course content to new situations and responsibilities. Clear evidence that the student cannot understand what they must do, cannot adapt to new circumstances, cannot communicate with others, or cannot perform the requisite universal 88A, 91A, or 92A Soldier skills. Behavior is not an isolated incident and is unchanged by remedial instruction and counseling. Soldier requires excessive remedial education and cadre attention in comparison to reasonable skill and knowledge expectations of a responsible and mature individual.

E. Academic Evaluation Report System (AER)

Each U.S. student (military and DA Civilian) will receive a DA FORM 1059, Service School Academic Evaluation Report (AER) upon completion of or disenrollment from BOLC-B. International students will receive a DD FORM 2496, International Student Academic Report. Prior to completion or disenrollment, the instructor will counsel their students on individual achievements. The BOLC-B grading system is not directly linked to the AER. Performance in the course will use the following system to evaluate and record student's performance, as listed in an AER below.

a. PART II- Academic Achievement (Academic Rater) DA FORM 1059, MAR 2019.

- i. Character / Accountability
- ii. Presence / Comprehensive Fitness
- iii. Intellect /Critical Thinking & Problem Solving
- iv. Leads / Communication & Engagement
- v. Develops / Collaboration
- vi. Achieves / Lifelong Learner

b. Each topic will be rated based on standards as defined in AR 623-3.

- i. If a student successfully achieves and maintains an overall acceptable topic standard, as related to the demonstrated competency/attribute as identified in, and consistent with, course grading plans, the rater will place an “X” in the “Met Standard” box.
- ii. If a student’s academic performance is above overall standards, as related to the demonstrated competency/attribute as identified in, and consistent with, course grading plans, the rater will place an “X” in the “Exceeded Standard” box.
- iii. If a student’s academic performance is extraordinarily above overall standards, as related to the demonstrated competency/attribute as identified in, and consistent with, course grading plans, the rater will place an “X” in the “Far Exceeded Standard” box.
- iv. If a student does not successfully achieve and does not maintain an overall acceptable course standard, as related to the demonstrated competency/attribute as identified in, and consistent with, course grading plans, the rater will place an “X” in the “Does Not Meet Standard” box.

NOTE: DA FORM 1059 will be referred to the student if any “Does Not Meet Standard” is selected, per AR 623-3, paras 3-28 and 3-29.

c. PART III- Overall Academic Achievement (Reviewing Official) DA FORM 1059, MAR 2019.

i. Commandant’s List (Limited to 20%)

A student’s overall course average must far exceed the standards of the course. Student must achieve a “Far Exceeded Standards” on five out of six demonstrated abilities listed in Part II- Academic Achievement blocks, maintain a 95% or higher-grade point average on weighted examinations, and have a course grade point average in the top 20% to receive an “Commandant’s List” performance rating. Students must receive a first time “GO” on all weighted examinations to be considered. No re-test scores can be utilized to compute the student’s average. The category will not exceed 20% of the class enrollment.

ii. Superior Academic Achievement (21% to 40%)

To achieve “Superior Academic Achievement” standards, a student must receive a better than satisfactory rating on all demonstrated abilities listed in Part II- Academic Achievement blocks and maintain an 85% to 94.9% on weighted examinations. Students must receive a first time “GO” on all weighted examinations to be considered. No re-test scores can be utilized to compute the student’s average to receive a “Superior Academic Achievement” performance rating.

iii. Achieved Course Standards

This rating indicates the student achieved the minimum acceptable course standard. Students are allowed only two re-tests, achieving a maximum score of 75% to be considered a “Met Standard” rating on any of the demonstrated abilities listed in Part II- Academic Achievement blocks. Students who maintain a 75% to 84.9% on weighted examinations will receive a “Achieved Course Standards” performance rating.

iv. Failed to Achieve Course Standards

Students who fail to achieve the minimum passing score of 75% on an examination (after retesting) or receive two or more unsatisfactory ratings on any demonstrated abilities listed in Part II- Academic Achievement blocks, will receive a “Failed to Achieve Course standards” performance rating.

F. Distinguished Course Achievement Recognition

Lieutenants who distinguish themselves above their peers and/or exceed published standards will be recognized at the conclusion of BOLC. The categories are as follow.

- a. Distinguished Honor Graduate. The Distinguished Honor Graduate is the student with the highest OML point total in the branch specific class.
- b. Honor Graduate. The Honor Graduate is the student with the second highest OML point total in the branch specific class.

c. Iron Soldier. The male and female with the highest final overall score will be awarded the Iron Soldier Award. The score will be a combination of the ACFT, 4x36 run, and 12-mile field march. One attempt is authorized for each event, there will be no re-assessing to increase individual scores. ACFT will occur in week 6; the 4x36 run will occur in week 7, and the 12-mile field march will occur in week 10. First time failure of any physical event will result in ineligibility for Iron Soldier. In the event of a tie, a one-mile foot race will be conducted in OCP with ACH, and IOTV (with plates) to determine the winner.

G. Referred AERs (AR 623-3, Paragraph 3-27)

The BOLC Course Manager will sign the referred AER and will forward it, via memorandum, to the student. The student will acknowledge receipt and may enclose a statement to rebuttal the rating or remarks. The student's statement must be factual. Statements submitted by the student do not constitute an appeal. Appeals are filed and processed separately as outlined in DA PAM 623-3, Chapter 6. A referred AER has one of the following ratings.

- a. Marginally Achieved Course Standards" rating.
- b. "Failed to Achieve Course Standards" rating.
- c. "Unsatisfactory" rating.
- d. "No" response to academic potential.
- e. *Army Combat Fitness Test (ACFT) entry of "FAIL".
- f. *Height and Weight entry of "No" and noncompliance with AR 600-9 and AR 350-1 standards.

NOTE: An administrative exception applies to those students outlined under Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum).

H. Course Attendance/ Poor Performance Requirements

All students must maintain a minimum of 75 percent or higher overall academic average. Students failing to maintain the minimum average will be considered academically challenged and can be re-cycled into another class. In addition, the following policies are in effect.

- a. Students must successfully complete all examinations to graduate.
- b. Students will only be allowed one re-test attempt per examination on all performance or knowledge based written and hands on examinations.
- c. Students must achieve the minimum passing score for each examination as specified in this ISAP.
- d. If a test failure occurs following a recycle per this ISAP, IAW TRADOC Regulation 350-36, a recommendation can be made for relief and removal from the course, depending on individual academic average and attendance.
- e. Minimum course attendance requirement will be at the discretion of the Course Chairman to ensure the student can make up missed training and remain with his/her class. If all missed training cannot be retaken, then the student will be recommended for dismissal from the course.
- f. Students who miss an excess of 16.0 Academic Hours will not directly constitute a student for relief or recycle; However, missing 16.0 or more Academic Hours will place the student on notice with the instructor and Course Chairman. Cumulative absences exceeding 40 hours of missed instruction may be grounds for an ARB and must be submitted in writing to the BOLD Chairperson for approval. It is the student's responsibility to maintain attendance and proficiency. Instructors will ensure through class leadership that all student appointments are conducted outside of course academic time whenever possible. If the student fails to take responsibility for personal educational goals, this permits instructors to use prudent judgement for re-cycle administrative action recommendation into the next available class. This will be determined on a case-by-case basis by the Course Manager and BOLD Chairman.

I. Student Grievances

A complaint is defined as an actual or supposed circumstance that adversely affects the grades, status, or rights of a student. Complaints are broadly defined as informal and formal.

Before making formal complaints, students are encouraged to seek resolution by discussing them informally with their instructor, or Course Director who is most associated with the matter. ASU personnel are expected to deal with the matter in an open and professional manner and take reasonable and prompt action to try to resolve it informally.

If an issue cannot be resolved informally, a student may make a formal complaint. Formal complaints will be resolved through the chain of command of the college/academy and routed through the proper channels for investigation.

J. Pre-assessment (Testing Out)

This course does not offer pre-assessment opportunities. Students must attend all classes and successfully complete all lessons.

K. American Council on Education (ACE) Accreditation

This course has not been formally evaluated by ACE and requires a TRADOC TOMA course validation and full implementation for one calendar year. The course will be eligible for ACE review and recommendation once it meets ACE administrative requirements.

L. TRADOC Credit and Army Additional Skill Identifier (ASI)

This course does not include TRADOC Credit and/or Army ASI.

M. End of Course Critique

Students are given the opportunity to assess the course and provide constructive criticism concerning the efficiency and effectiveness of the training delivered. For evaluation purposes, each student will complete an online End of Course Critique (EOCC) as part of the course requirement.

- a. Candor and articulation are required to improve the course experience. Honesty with the constructive nature of the assessment of the course regarding the instructional materials and instruction, is paramount.
- b. Under no circumstances students are required to include personal identifiable information (PII) of any type toward the course evaluation. The Class Leader will collect the After-Action Reviews (AARs) to ensure each student has fulfilled the requirement at the end of instruction.

N. Standards of Conduct

Officers must conduct themselves in the manner expected of any Soldier. An officer's conduct revolves around the Seven Army Core Values: Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage. All personal actions will reflect the way these core values are embodied in an ability to maintain discipline, interest, motivation, leadership, and attitude throughout progression of the course.

- a. This includes demonstrating law-abiding personal conduct and behavior, both on and off duty. The Dean may relieve a student from the course for conduct and / or behavior detrimental to good order and discipline, violating any local, state, or federal law covered under the Uniform Code of Military Justice.
- b. Students may also be subject to the ASU academic board process and separation for any conduct or behavior that violates any DoD or Army local regulation or policy. This includes integrity violations such as cheating or plagiarism and fraternization issues involving senior-subordinates or student-cadre relations.

O. Student Honor Code

Every student must display courtesy, bearing, and an appearance to bring credit to the military service demonstrating a sense of personal pride and a professional attitude. These standards of conduct reflect the training and respect one has for becoming an officer and a leader of soldiers in the United States Army.

- a. The Honor Code expressly prohibits any officer from committing violations such as cheating, plagiarism or issuing false statements during any portion of this course. See Appendix A.
- b. In its most practical application, it means that the word of an individual is his or her bond. Soldiers rely on the honesty and integrity of leaders at all levels. If a leader's actions are such that their honesty and integrity may be questioned, then the leader jeopardizes his or her position and status to lead their subordinates.
- c. Those who observe an honor code violation and do not report the incident are themselves guilty of the violation. The Honor Code applies to all students, staff, and faculty assigned or attached to the Army Sustainment University. For additional information concerning the honor code, student may reference the ASU Standing Operating Procedure (SOP), Chapter 6.

P. BOLD Leadership Responsibilities

- a. The TAC assesses points to students IAW the ISAP, provides recommendations in support of ARBs, and provides an overall assessment of performance and justification for placing the lieutenant in Casual Status.
- b. The Course Manager ensures compliance of ISAP standards and consistency across the course, requests ARBs, and recommends whether to recycle the Lieutenant to a particular module, recycle the lieutenant to Day 1, or drop from the course.
- c. The BOLD Chairman certifies leaders to execute ISAP standards, ensures compliance of ISAP standards and consistency across BOLD, is the decision authority for an ARB, and determines whether to recycle the lieutenant to a particular module, recycle the lieutenant to Day 1, or drop from the course.
- d. The Logistics Leaders Course (LLC) Dean develops the ISAP in accordance with proponent guidance, is the rebuttal decision authority for an ARB, and validates that a decision is justified and complies with guidance set forth in the ISAP.
- e. The U.S. Army Transportation School is responsible for providing guidance for the development of the ISAP and determining disposition for students dropped from the course. In accordance with TRADOC Regulation 350-36, school proponents may pursue a branch transfer or release from active duty through Human Resources Command (HRC).
- f. Changes to this ISAP are restricted to the ASU LLC Dean. Delegation of authority is not authorized.

Q. Point of Contact

The primary point of contact for the Transportation BOLC ISAP is the BOLD Deputy, Mr. Judson P. Nelson at (804) 765-8201 or judson.p.nelson2.civ@army.mil or alternate point of contact Mr. Luis A. Rodriguez Sr. at (804) 765-8205 or luis.a.rodriquez183.civ@army.mil.

- 3 Encls
1. Dismissal actions
 2. Student Honor Code
 3. Standards of Conduct

///Original Signed///
HENRY J. AGUIGUI
LTC, LG
BOLD Chairman

INDIVIDUAL STUDENT ASSESSMENT PLAN (ISAP)

**Army Sustainment University Fort Gregg-Adams,
Virginia 23801**

25 August 2023



Transportation Basic Officer Leader
ATTRS Listing: 8-55-C20B

(Students must complete and sign this acknowledgment. Completed acknowledgments are separated from the ISAP and filed in students' academic folders; students will retain the ISAP for reference.)

By signing below, I acknowledge that I have received a copy of the Army Sustainment University Individual Student Assessment Plan for TC BOLC dated 25 August 2023. I have read the criteria, and I understand the course completion requirements.

Signature: _____

Printed Name: _____

Class Number: _____

Date: _____

Appendix A: Violations of the Honor Code

a. **Lying.** Oral or written statements that the student either knew or had reason to know were false.

b. **Misrepresentation/Equivocation.** An oral or written statement that intentionally fails to encompass all the material facts known that would be pertinent to the statement, and the student presents the statement in a manner with intent to deceive. This is also to use ambiguous language with the intent to deceive or confuse that which really occurred.

c. **Cheating.** Any action that is not specifically authorized for all students, with the intent of fraudulently obtaining an unfair academic advantage over another student, regardless of whether the advantage was obtained.

d. **Stealing.** Appropriating any tangible property of another, without their authority or consent.

e. **Plagiarism.** Appropriating the ideas or written work of another person/AI software and claiming personal credit for the same, without the authority or consent of that individual or without attributing credit to that person/AI software for the ideas or written work appropriated. An exception could be applied if AI software is approved by instructor/Course Director.

f. **Unauthorized Assistance.** This includes but is not limited to: copying test answers from other students; comparing answers on take-home tests; using crib notes on closed-book tests; or deliberately using unauthorized material and information to gain a higher score on an exercise or examination.

g. **Collaborating.** Working jointly with others for the sole purpose of acting dishonestly or practicing fraud.

h. **Conspiracy.** Acting in collusion with another person(s), by either creating or aiding in the formulation of a plan with the intent or result of violating one or more provisions of the Honor Code.

1. Students who violate the honor code may be subject, but not limited, to the following actions.
 - a. Failure on the exercise or assessment.
 - b. Dismissal through the ARB as stated in the ASU SOP.
 - c. Initiation of an adverse academic evaluation report (AER).
 - d. Other disciplinary action as may be appropriate.

Appendix B- Grading Criteria Used

SSAER Category	Assessment Title	Assessment Points	Assessment Weight for Category	% of Category	Critical Event	Retest
Character/ Accountability	TAC/ Peer Evaluations	100	60	30%	No	No
	Leadership	100	60	30%	Yes	Yes
	Peer Evaluation	100	30	30%	No	No
	Basic Rifle Marksmanship (BRM)	100	10	3.33%	Yes	Yes
	Land Navigation	100	10	3.33%	Yes	Yes
	ACFT	100	10	3.33%	Yes	Yes
	Character/Accountability Points Total	600	100% Weight	100%		
Presence/ Comprehensive Fitness	ACFT	100	60	60%	Yes	Yes
	Leadership	100	30	30%	Yes	Yes
	TAC Points	100	10	10%	No	No
	Presence/ Comprehensive Fitness Points Total	300	100% Weight	100%		
Intellect/ Critical Thinking & Problem Solving	Exam 1: The Army Profession	100	60	12%	Yes	Yes
	Exam 2: Building Readiness	100	60	12%	Yes	Yes
	Exam 3: Mission Prep	100	60	12%	Yes	Yes
	Exam 4: LSCO Part 1	100	60	12%	Yes	Yes
	Exam 5: LSCO Part 2	100	60	12%	Yes	Yes
	Plans Exercise (PLANEX)	100	30	15%	Yes	Yes
	Training Management	100	30	15%	Yes	Yes
	Leadership	100	10	10%	Yes	Yes
	Intellect/ Critical Thinking & Problem Solving Points Total	800	100% Weight	100%		
Leads/ Communicates & Engagement	Leadership	100	60	30%	Yes	Yes
	OPORD	100	60	30%	Yes	Yes
	Information Brief	100	30	10%	Yes	Yes
	Letter to Battalion Commander	100	30	10.0%	Yes	Yes
	Memorandum for Record	100	30	10.0%	Yes	Yes
	Training Management	100	10	3.3%	Yes	Yes
	Plans Exercise (PLANEX)	100	10	3.3%	Yes	Yes
	Peer Evaluation	100	10	3.3%	No	No
	Leads/ Communicates & Engagement Points Total	800	100% Weight	100%		
Develops/ Collaboration	Plans Exercise (PLANEX)	100	60	30%	Yes	Yes
	Training Management	100	60	30%	Yes	Yes
	Peer Evaluation	100	30	30%	Yes	Yes
	Leadership	100	10	10%	No	No
	Develops/ Collaboration Points Total	400	100% Weight	100%		
Achieves/ Lifelong Learner	Leadership	100	60	60%	Yes	Yes
	Exam 1: The Army Profession	100	30	6.0%	Yes	Yes
	Exam 2: Building Readiness	100	30	6.0%	Yes	Yes
	Exam 3: Mission Prep	100	30	6.0%	Yes	Yes
	Exam 4: LSCO Part 1	100	30	6.0%	Yes	Yes
	Exam 5: LSCO Part 2	100	30	6%	Yes	Yes
	OPORD	100	10	10%	Yes	Yes
	Achieves/ Lifelong Learner Points Total	700	100% Weight	100%		
LOG BOLC Total Points			3600			

Enclosure 1

Dismissal Actions

1. **Dismissal.**

Reference ASU SOP Chapter 8.15 and BOLD ARB Policy which describes the requirements and procedures for student dismissal. Under certain conditions, students may be dismissed from the course early prior to course completion. Students being considered for dismissal must be counseled by the chain of command - usually the assigned TAC, the unit commander, and the ASU LLC Dean (or a designated representative) prior to dismissal, if warranted. Counseling sessions will be formally documented and signed by all counselors and acknowledged by the student. All counseling forms will be maintained within the student's records. The following are but not limited to possible causes for dismissal.

- a. Personal conduct is such that their continuation in the course is not appropriate (for example, if a student violates regulations, policies, or established disciplinary standards).
- b. Negative attitude or lack of motivation is prejudicial to the interests of other students in the class.
- c. Academic deficiency demonstrated by failure to meet course standards or lack of academic progress that makes it unlikely that the student can successfully meet the standards established for graduation.
- d. Failure to pass the Army Combat Fitness Test (ACFT) or maintain body composition fat standards IAW AR 600-9 and or Army Directive 2023-08 (See References). This cause may not be applicable for DA Civilians and international military students based on guidance from the International Military Student Office (IMSO).
- e. Illness or injury (as determined by a physician) or added physical profile limitation. In appropriate cases, the student will be eligible to re-enroll as soon as conditions that led to disenrollment no longer exist.
- f. Compassionate reasons or attendance at a follow-on school. For follow-on schooling, student must meet all graduation requirements and completed all required evaluations.

2. **Dismissal for misconduct.**

Lack of motivation, academic deficiency, honor code violations, educational misconduct, or failure to maintain physical fitness or height and weight standards will be recorded on the individual DA Form 1059, Service School Academic Evaluation Report and IAW AR 623-3. IAW AR 600-8-2, officers pending disenrollment for disciplinary reasons may be flagged.

3. In addition to addressing the special interest items mentioned in paragraph 3-5b(2) in the counseling and evaluation processes, AR 600-20 allows that the following items may be mentioned in a Soldier's evaluation report when substantiated by a completed command or other official investigation (for example, Commander's or Commandant's Inquiry, AR 15-6 investigation, EO investigation, and/or investigations by official military or civil authorities).
 - a. Criminal acts.
 - b. Conviction of a Driving Under the Influence (DUI) charge.

- c. Acts of sexual misconduct or physical or mental abuse.
- d. Inappropriate or unprofessional personal relationships.
- e. Involvement in extremist organizations and/or activities.
- f. Acts of reprisal
- g. Behavior that is inconsistent or detrimental to good order, conduct, and discipline.
- h. Activities or behavior otherwise prohibited by AR 600–20.
- i. IAW AR 600-8-2, officers pending disenrollment for disciplinary reasons may be flagged.

4. **International Military Student Dismissal.**

- a. In cases where the ASU LLC Dean concludes that an international military student should be dismissed, IAW ASU SOP Chapter 8.15, the ASU LLC Dean must refer all relevant information concerning the student to the IMSO Director. IMSO will then coordinate with the Security Assistance Training Field Agency (SATFA) country program manager, P4, and the SATFA Director, TRADOC, to either approve dismissing the student or permit the student to continue in the course and receive only a certificate of attendance under the provisions of paragraph 10-17, AR 12-15, Joint Security Assistance Training.
- b. Generally, the student will continue to attend training pending action by SATFA. However, if the ASU LLC Dean or organization commander determines the student's presence at training will adversely affect other students or create a security risk, the ASU LLC Dean, may suspend the student from training IAW paragraphs 10-16 and 10-36, AR 12-15. In all cases where TRADOC authorizes dismissal, the ASU LLC Dean must coordinate with IMSO, SATFA, the unified commander, and the appropriate representative in Washington, D.C.

5. **Relief for Cause.**

Academic, non-academic, or voluntary reasons are categories for relief cause (reference ASU SOP Chapter 8.15). For academic reasons, failure to demonstrate minimum training competencies as outlined within this ISAP. An ARB will convene, and the ASU LLC Dean must approve the release/dismissal. For non-academic reasons, a student may be relieved from the course for either administrative reasons or personal misconduct whether the action(s) occur on/off post or on/off duty. The imposition of judicial or non-judicial punishment or the lack of formal adjudication of guilt by a military or civilian court or by a commander under the provisions of Article 15, Uniform Code of Military Justice (UCMJ) is needed to support a recommendation of dismissal. Each case must be considered individually and decided on its own merits. Examples which may justify nonacademic relief includes, but not limited to the following.

- a. Failure to demonstrate dependability and conscientiousness in fulfilling obligations as a student and as a Soldier.
- b. Cheating and plagiarism.
- c. Repetitive disruptive/undesirable behaviors which interfere with the opportunity of other students to learn.
- d. Compassionate reasons when continued attendance in the course imposes a serious hardship on the family or when prolonged.

- e. Absence for personal reasons that prevents the student from attending a critical portion of the course.
- f. Incarceration.
- g. Alcohol/Drug abuse
- h. AWOL to include unexcused absences.
- i. Conduct unbecoming an officer or that brings discredit upon the service.

6. **Voluntary Relief.**

A student may request voluntary relief from the course. The ASU LLC Dean may accept such a request to avoid student embarrassment and unnecessary administrative delay. However, service obligations must be fulfilled. (Reference ASU SOP Chapter 8.15).

7. **Physical Fitness and Weight Standards.**

a. Notwithstanding the new guidance set forth on Army Directive 2023-08, already mentioned in this document, successful completion of the ACFT, IAW AR 350-1 and height and weight screening, IAW AR 600-9, are mandatory for course graduation. Students will be administered an initial ACFT during the course, and a height and weight screening. Students must pass a record ACFT with a minimum of 60 points in each event.

b. Students must meet height and weight standards for graduation IAW AR 350-1. Any Regular Army (RA) student who does not meet height and weight standards IAW AR 350-1 or does not have a passing record ACFT score prior to the **end of week 11** will be placed in a hold status until they have met the requirements or is processed from the Army. Any RA student who does not meet the ACFT and or height and weight standards before graduation is subject to processing by involuntary release from active duty in accordance with AR 600-8-24 para 2-27. Any Army Reserve (AR) or ARNG student who does not meet the height and weight standards IAW AR 350-1 or does not have a passing record ACFT score prior to graduation will be processed from the course and returned to their parent unit.

8. **Physical Profiles (IAW AR 350-1).**

a. **Medical Limitations.** For students with medical limitations, the company commander will determine participation in LOG BOLC following a medical evaluation and accompanying recommendations. The first O-6 or designated O-5 in the chain of command will make the decision to recycle the student immediately or hold them at the course location pending medical treatment and recovery. In the case of ARNG/RC students, consultation with ARNG/RC liaison is required. Officers who are not medically capable of completing the LOG BOLC course will be referred for the medical evaluation board and or military occupational specialty/medical retention board process.

b. If a student with a permanent designator of "2" in the physical profile must include a copy of DA Form 3349 (Physical Profile) as part of the course application. The students will be eligible to attend the course and train within the limits of their profile provided they can meet course graduation requirements. Students with a permanent designator of "3" or "4" in their physical profile must include a copy of DA Form 3349 and the results of their MOS administrative retention review as part of the course application.

c. Students who have been before an MOS administrative retention review and reclassified are eligible to attend appropriate courses and train within the limits of their physical profile (DA Form 3349). The ASU LLC Dean will not disenroll nor deny a student enrollment into the training based on physical limiting conditions in accordance with MOS administrative retention review adjudication. Students who have been retained through the continuation on active duty/continuation on active reserve process are eligible to attend courses and train within the limits of their physical profile (DA Form 3349).

d. Students who receive temporary or permanent physical profile limitations after starting resident training courses will be evaluated by the BOLD Chair and unit commander for continued enrollment. Students who have met, or will be able to meet graduation requirements, will continue to be trained within the limits of their profile. Students who are unable to meet graduation requirements will return to their unit or proceed to their PCS unit, and may, if eligible, be enrolled in a later course.